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Arizona Labor Market NEWSLETTER

Arizona Department of Economic Security

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Unemployment Rate

Seasonally Adjusted
May*

ARIZONA	5.3%
Maricopa Co.	4.0%
Pima Co.	4.5%
UNITED STATES	7.5%

Consumer Price Index

National-April
1967 - Base Year

Wage Earner/Clerical Worker -	304.1
% Chg. Yr. Ago	3.1
All Urban -	308.8
% Chg. Yr. Ago	4.5

Phoenix-1st Qtr.
1977 - Base Year

All Urban -	177.4
% Chg. Yr. Ago	5.8

Producer Price Index

National-May*
1967 - Base Year

All Commodities-	311.7
% Chg. Yr. Ago	3.4
Finished Goods -	291.5
% Chg. Yr. Ago	2.6

* Preliminary

Gaming in Arizona?

A controversial issue of debate in recent months has been the prospect of legalized casino gambling in Arizona. Those in favor of the idea talk of economic gains, such as increased tax revenues and additional jobs. Those opposed talk of increased crime rates and depressed social conditions. Still others argue that little change would occur if gaming activities were limited to non-metropolitan areas of the state, such as Lake Havasu City or Bullhead City. This article will briefly examine some of the social and economic issues that surround the gaming industry and propose conditions that might arise within small towns, such as Lake Havasu City, if casino gambling were to be legalized.

At the present time, some forms of gaming are legal in Arizona (e.g., state lottery, horse and dog track parimutuel betting). These activities have generated millions of dollars in tax revenues and have helped increase tourism. However, their effect on Arizona's economy has been miniscule compared to the effect of gaming on Nevada's economy.

Gaming in Nevada

Gambling was legalized in Nevada in 1931. Growth in the gaming industry was slow at first; however, tremendous growth occurred during the 1940s. This growth was accompanied by a corresponding increase in tourism, especially in the population centers of Las Vegas and Reno.

Population growth also increased as the gaming industry developed. The state's most marked population growth occurred during the 1950s with an annual rate of six percent. During the 1960s and 1970s, population growth averaged five percent annually. In fact, most of the state's population growth has been related to the development and expansion of the gaming industry.

Today, a number of multi-million dollar hotel/casinos exist throughout Nevada, although most are located in the Las Vegas area (Clark County). In 1982, approximately 60 percent of the employment in the gaming industry was located in Las Vegas. However, in recent years several communities other than Las Vegas have experienced unprecedented growth. For example, in Elko County, Wendover and Jackpot have recently undergone a significant gaming expansion. The Laughlin area has experienced a similar trend.

The hotel/gaming/recreation industry is heavily dependent upon tourism. During the early 1980s, tourism trade in Nevada exceeded 25 million visitors annually, with gaming accounting for over $1.2 billion in annual taxable revenues. According to the Nevada Gaming Control Board, during the first quarter of 1983 gaming revenues reached $460 million in Las Vegas and $120 million in Reno.

The majority of gaming revenues are, undoubtedly, generated in the population centers of Las Vegas and Reno. However, hotel/casino development has flourished in the smaller counties of Nevada in recent years through the development of recreational vehicle parks. The attempt in the lesser developed areas has been to integrate gaming with various forms of family entertainment (e.g., outdoor leisure activities).

Industrial Employment

Wage and salary employment has increased substantially in Nevada since the onset of legalized gambling. From 1960 to 1970, total wage and salary employment increased by more than 260,000 jobs. During this period, wage and salary employment had a growth rate of less than six percent while employment in the hotel/gaming/recreation sector of the service industry averaged nearly eight percent per year.

The service industry is, unquestionably, the dominant factor in Nevada's economy. Nearly one-half of all jobs are found in this industry. (By contrast, the service industry employs 22.6 percent of nonagricultural workers in Arizona.) Nevada's total wage and salary employment is illustrated in Table 1. During 1982, the hotel/gaming/recreation sector of the service industry accounted for almost 30 percent of total wage and salary employment. This sector also generated expansion in employment for the retail trade industry through increased tourism.

Average annual job openings within Nevada are presented in Table 2. As shown in the table, projected employment opportunities within the service industry are greater than for any other industry. The greatest demand within the hotel and gaming sector will be for occupational classifications such as dealer, change person, keno runner, busperson, waiter/waitress and kitchen helper.

Occupational Trends

Employment opportunities within the hotel/gaming/recreation sector of the service industry vary by geographical location and size of firm. Occupational demand within this sector for 1984 is provided in Table 3. Obviously, the greatest number of employment opportunities exist within the population centers; however, gaming expansion has increased opportunities in the nonmetropolitan areas.

Nearly 60 percent of all jobs in this industry are found within establishments with payrolls of 1,000 or more. The greatest demand has been for candidates interested in lower-paying, entry-level positions such as change person, bartender and dealer. Supervisory positions are generally filled by experienced applicants already in the gaming industry. These trends are expected to continue.

A hotel/gaming establishment is an around-the-clock operation. Shift work is involved

in practically all occupations. The normal work week is 40 hours, although part-time work is common within the industry. Weekend and holiday work is required of most workers.

Most entry-level positions in the hotel/gaming industry do not require special training. However, the vast majority of dealer positions are open only to those applicants who have completed course work in gaming. Applicants must complete at least one dealing course to be considered; this entails approximately 60 to 300 hours of training, depending upon the game. Training classes are offered at numerous private and some public vocational education schools throughout the state.

Wages

Wages, gratuities and fringe benefits differ significantly from job to job. They are influenced, primarily, by geographic location, size of firm and union affiliation. In areas where there are strong unions (e.g., Las Vegas culinary union with 25,000 to 30,000 members), a high percentage of gaming jobs can be obtained only through union hiring halls. Nevertheless, even in establishments where a union contract is in force, many jobs are nonunion.

Table 4 reveals average wage ranges for selected occupations within the hotel/gaming/recreation sector of the service industry. When considering wages alone, this sector of employment had the lowest average wage of all industries in the state (see Table 1) during 1979; however, for a large number of workers, gratuities (tips) amount to a considerable portion of total earnings. In fact, some workers collect a higher percentage of total earnings from gratuities than from salaries. The larger firms may also offer fringe benefits, such as group medical insurance, vacation leave, paid holidays and pension plans.

Lake Havasu City

Lake Havasu City is located along the Colorado River in Mohave County, Arizona, on the California border. Most of the county's residents live in small communities located along the river or in Kingman, and most of the job opportunities are in these areas. The county's economic base consists primarily of tourism and manufacturing activities. Like much of Northern Arizona, Mohave County depends heavily on tourism for employment opportunities.

In 1958, Robert McCulloch purchased 3,530 acres around Havasu for use as a testing site for his outboard motors. In 1963, he purchased the entire 26-square-mile area which later became Lake Havasu City. McCulloch dreamed of a totally planned industrial resort community, free from the disadvantages of urban living. Since the opening of the London Bridge in Havasu, the city has drawn in excess of one million visitors annually, and may soon become the largest city in Mohave County.

Integrating Casinos

If casino gambling were to be legalized in Lake Havasu City, the social and economic conditions that currently prevail would undoubtedly change. Because the gaming industry is an around-the-clock operation, the nature of employment opportunities and social activities would be drastically altered. The degree of change would depend largely upon the types and amount of development that would occur and the demand for gaming. Without restrictions, this cyclical process could result in rapid surges of population growth.

Legalized casino gambling would generate millions of dollars in tourism revenues. Because of the hot, dry climate of the area, tourism would be closely linked to water-based recreation, much as it is today. Building patterns would probably follow the trends of rural gaming areas in Nevada -- small- and medium-sized establishments along the waterfronts. The demand for recreational services and facilities would increase and resources would be made available. Tax revenues would increase substantially.

Employment opportunities would also be expanded. A number of both full- and part-time, lower-paying, entry-level service jobs would become available. However, those positions that require special qualifications or training (e.g., dealer and mana-

gerial jobs) would be filled by experienced candidates from outside of the area. This trend would continue until training facilities could be established in Mohave County, and new workers could gain experience.

Mohave County's wage and salary work force numbered about 15,000 in 1983. The four industries with the greatest share of employment were trade, government, services and manufacturing, respectively. The unemployment rate was 15.1 percent. Legalized casino gambling would generate a large number of service jobs, making that industry the largest employer in the county. Spin-off employment would be created in almost all other industries, especially retail trade, construction and government. The unemployment rate would drop sharply in the short term.

Lake Havasu City is where most of the county's manufacturing jobs are located. Service and retail trade employment is also strong. Approximately 6,400 persons comprised the wage and salary work force in 1983. Most business establishments serve the tourism industry or provide support services for the community's population. The city's dependence on manufacturing would be reduced as it became more dependent on tourism.

Population growth would occur rapidly at first. Experienced gaming employees would arrive in need of housing and other community support services such as police, roads and schools. Unless land were available for "sprawl development," population density would increase, causing land prices to rise and housing to become more expensive. The fast rate of development combined with a large transient gaming population would probably cause the crime rate to rise. Echoes of this trend can be seen in Atlantic City, New Jersey.

The city's economy would not need restructuring. The present economy would be expanded with the service and retail trade industries becoming dominant. In the long run, population growth would meet the demand for workers and unemployment rates would stabilize. Tourism revenues for retail trade would depend largely upon the type of development that would occur, such as adequate parking facilities and integrated forms of family leisure. New casino operations in Laughlin, Nevada would also be affected.

The nature of existing social relationships in the area would surely change. The around-the-clock operation of the gaming industry would alter social activity in the area. The level of community cohesion among residents would be reduced as a transient population dispersed through the area. The small town atmosphere would probably disappear.

Attorney General Bob Corbin has stated that he is "vehemently opposed to the legislation of casino gambling or any other gaming in Arizona." He stresses the increased crime rates among gaming cities such as Las Vegas, Nevada and Atlantic City, New Jersey following the legalization of casino gambling. This, says Corbin, is "the price our state would have to pay against possible economic benefits." Proponents of gaming argue that these problems are more a result of growth than of gaming alone, and there would be less of a problem in nonmetropolitan areas.

In either case, there are positive and negative aspects of gaming development. The ultimate decision rests with the people of Arizona. In the meantime, we can watch the development of other small gaming towns in Nevada, such as Laughlin, to see how they handle gaming expansion and its economic and social consequences. We do not know if gaming on the river is consistent with Mr. McCulloch's dream, but permitting it or not is an important issue facing our state. Let's make that choice with as much information and insight as we can acquire.

Guy R. Wilson

TABLE 1
NEVADA AND LAS VEGAS SMSA
AVERAGE NUMBER OF FIRMS, EMPLOYMENT AND GROSS
AVERAGE WAGE BY INDUSTRY FOR 1982

	NEVADA			LAS VEGAS SMSA		
	AVERAGE NUMBER OF FIRMS	AVERAGE ANNUAL EMPLOYMENT	AVERAGE WAGE	AVERAGE NUMBER OF FIRMS	AVERAGE ANNUAL EMPLOYMENT	AVERAGE WAGE
TOTAL	21,716	405,700	$16,496	10,469	221,200	$16,383
Mining	394	6,800	25,296	41	500	22,952
Construction	2,796	20,200	25,547	1,364	14,100	25,181
Manufacturing	841	18,800	19,282	339	6,900	20,202
T.C.P.U.	773	24,900	20,716	334	13,200	20,468
Trade	6,544	80,700	12,531	3,180	45,800	12,391
F.I.R.E.	2,103	18,000	16,106	1,089	10,300	15,992
Service	7,811	177,600	15,182	4,038	104,500	15,443
Hotel/Gaming/ Recreation	1,070	116,700	13,223	544	70,100	14,275
Government	439	58,100	19,122	84	25,900	19,774

TABLE 2
STATE OF NEVADA
AVERAGE ANNUAL JOB OPENINGS
1976-1985 PERIOD

OCCUPATIONAL CATEGORY	OPENINGS DUE TO GROWTH	OPENINGS DUE TO SEPARATION
TOTAL	18,700	11,100
Service*	5,100	3,100
Clerical	3,800	2,200
Managerial	2,500	1,700
Crafts	2,200	1,100
Professional and Technical	1,800	1,100
Operative	1,500	700
Sales	1,000	600
Laborers, Excluding Farm	700	300
Farmers and Farm Workers	-30	300

*Includes occupations such as food service workers, gambling dealers, change persons, keno runners, etc.

TABLE 3
EMPLOYMENT PROJECTIONS BY OCCUPATION IN
THE GAMING/HOTEL INDUSTRY
ESTIMATED FOR 1984
SELECTED OCCUPATIONS

	LAS VEGAS SMSA	RENO SMSA	BALANCE OF STATE
Gaming Change Persons	2,970	1,840	840
Cage Cashiers	1,700	820	150
Desk Clerks	1,110	340	230
Coin Machine Servicers/ Repairers	480	460	240
Bartenders	3,480	1,140	950
Box Tenders, Dice	930	130	20
Craps (Dice) Dealers	3,310	1,250	890
Blackjack (21) Dealers	8,580	4,610	1,920
All Other Dealers	1,870	580	390
Keno or Sheet Writers	1,850	1,080	440
Keno Checkers	250	90	60
Keno Runners	810	390	230
Carousel Workers (Barkers)	780	230	90
Key Persons	440	450	160
Other Gaming Occupations	1,930	250	80
Gaming Supervisors	4,200	1,490	820

TABLE 4
STATE OF NEVADA
MONTHLY WAGE RANGES - PRIVATE SECTOR
1979
SELECTED OCCUPATIONS

OCCUPATIONS	NORTHERN	SOUTHERN	RURAL
Baker	$ 804 - 1,181	$1,106 - 1,253*	$666 - 858
Bartender	678 - 846	N/A	663 - 813
Change Person	623 - 760	662 - 730*	610 - 678
Chef	1,116 - 1,496	1,295 - 1,982	670 - N/A
Cook	805 - 1,122	1,038 - 1,261	568 - 733
Fry Cook (Short Order)	764 - 941	726 - 1,004*	555 - 677
Dealer	558 - 757	551 - 780	577 - 744
Dining Room Attendant	518 - 617	593 - 666*	490 - 643
Host/Hostess	590 - 767	816 - 968*	508 - 593
Hotel Clerk	622 - 811	893 - 1,088*	553 - 746
Kitchen Helper	577 - 724	759 - 904*	449 - 602
Porter	591 - 769	699 - N/A	508 - 583
Room Cleaner	581 - 721	652 - 778*	607 - 729
Security Officer	735 - 964	727 - 1,089	N/A
Slot Mechanic	824 - 1,475	991 - 1,556	761 - 1,214
Waiter/Waitress	502 - 565	533 - 568*	495 - 607
Keno Writer	642 - 855	645 - 900	573 - 723

* Reported 50 percent or more employees as union members.

N/A = Not available.

CULINARY UNION WAGE RATES (DAILY BASIS)
SELECTED OCCUPATIONS
LAS VEGAS AREA
1979

OCCUPATIONAL CLASSIFICATION	APRIL 1980	APRIL 1981	APRIL 1982	APRIL 1983
Casino Classifications				
Change Person	$36.60	$40.60	$43.80	$47.00
Carousel Attendant	35.00	37.80	40.60	43.00
Booth Cashier	51.70	57.30	62.10	66.50
Casino Porter	43.05	47.05	50.25	53.45
Dining Room Classifications				
Cashier or Checker	52.60	58.20	63.00	67.40
Busperson	30.50	33.30	36.10	38.50
Showroom Reservation Clerk	51.00	56.60	61.40	65.80
Sommelier (Wine Server)	38.60	41.40	44.20	46.60
Host Person	49.80	55.40	60.20	64.60
Waiter/Waitress	28.80	31.60	34.40	36.80
Cocktail Server	28.80	31.60	34.40	36.80
Fountain Worker (Snack Bar, Salad Maker, etc.)	37.15	39.95	42.75	45.15
Bar Classifications				
Bartender	57.00 to 61.00	62.60 to 66.60	67.40 to 71.40	71.80 to 75.80
Bartender Apprentice	41.40	45.40	48.60	51.80
Banquet Bartender*	7.05*	8.75*	8.35*	8.90*

INTERPRETING THE CPI

One of the most widely used and least understood measures of economic activity is the Consumer Price Index (CPI). Confusion surrounding the CPI increased in 1978 when the Bureau of Labor Statistics began publishing two indexes -- the traditional one for urban wage earners and clerical workers (CPI-W) and a new one designed to represent all urban consumers (CPI-U). A little background on the development of these indexes may help to dispel some of the problems concerning the use and understanding of the CPI.

The first consumer price index was compiled by the government in 1919 to aid the Shipbuilding Labor Adjustment Board in arriving at a fair wage scale for workers in 32 shipbuilding and industrial centers. The index has been expanded and modified many times over the years, but the concept has remained the same: a market basket of consumer goods, selected to represent typical purchasing patterns, is priced periodically, with the weighted average of all price changes tracked through changes in the level of the price index.

Until the 1978 revision, the CPI represented the purchasing patterns of urban wage earners and clerical workers, or about 50 percent of the U.S. population. The CPI-W continues to be reported monthly, but a new index, the CPI-U, was added. By surveying the purchases of "all urban consumers," this index covers 80 percent of the U.S. population. No attempt is made to measure average price changes for rural families, military personnel or institutional populations. Unlike the CPI-W, the CPI-U includes the self-employed, the unemployed and urban consumers not in the labor force. About 250 of the 400 items in the fixed market basket surveyed by the CPI-W are included in the CPI-U, although product categories in the CPI-U are more broadly defined. The weights assigned to each product covered by both indexes result from the Consumer Expenditure Survey conducted during the 1972-1974 period.

Changes in the level of the index over time provide a measure of the rate of inflation faced by consumers. A value of 100 is assigned to the index in mid-year 1967. In other words, when CPI-U rose to 300.3 in August of 1983, the average level of consumer prices had tripled during the previous sixteen years. In recent months, the index has risen at a more moderate rate of about five percent per year. During 1983, a year of relatively low inflation, consumer prices rose by an average of 3.2 percent over 1982 as measured by the CPI-U (or 3.0 percent, according to the CPI-W).

In recent years, the CPI has drawn much attention and criticism. Many collective bargaining agreements have been negotiated to include cost-of-living adjustments (COLAs) based on changes in the CPI. Naturally, disputes have developed over the belief that the CPI either understates or overstates the actual rate of inflation. A major complaint is that the CPI fails to reflect shifts in consumer spending patterns over time. For example, if the price of beef rises rapidly, shoppers are likely to shift some of their purchases to items such as chicken or pork. However, the weight assigned to beef in the CPI's fixed market basket stays the same. Although beef prices may have gone up, the consumer's "cost of living" may not increase if cheaper items are substituted. In general, items which have increased in price very rapidly may be weighted too heavily, since the substitutions consumers are likely to make cannot be accounted for. This presents a problem only when the CPI is interpreted to be a "cost-of-living index." It is not; the CPI is merely a measure of the average change in consumer prices over time.

At times, housing prices and interest rates have caused the CPI to increase rapidly, spurring complaints that these components of the index have been weighted too heavily. Only about six percent of all consumers will buy a home in any given year, yet the index would include the cost of purchasing a home every month. The problem, as seen by the Bureau of Labor Statistics, was not the weight given to housing costs, but it was recognized that people buy homes for two reasons -- for use as housing and as an

investment. In order to separate the value of a home as an asset from its value as housing, BLS developed a "rental equivalent" measure of housing costs. The CPI-U incorporated this measure beginning in January of 1983, while the CPI-W will begin using it in January of 1985. Much of the difference in the indexes observed in the last year or so can be attributed to the different methods of measuring housing costs.

Despite its limitations as a measure of the cost of living, the CPI (especially the CPI-W) continues to be used to adjust Social Security benefits, federal pension benefits and cost-of-living components of union-negotiated contracts. It is also used to administrate wages and salaries, rents and other costs and prices needing periodic revision. No wonder there are constant calls for more frequent revision and more improvement in the CPI! However, the last systematic revision required nearly eight years and over $50 million. At a time when budget deficits represent a serious burden to the economy and government spending is under close scrutiny, it is difficult to justify committing massive amounts of money to the revision process. BLS does a pretty good job with the current methodology. As long as we don't expect a sophisticated and accurate cost-of-living measure, something the CPI is not designed to be, we can expect the CPI to do what it can do: measure changes in consumer prices.

Brian Cary

Editor's Note: The Bureau of Labor Statistics held its Centennial Conference June 5-7 in Phoenix. BLS Commissioner Janet Norwood announced that Phoenix will be included among the metropolitan areas regularly sampled for price data when the next CPI revision is complete. However, BLS will not add Phoenix to the list of cities for which local price indexes are published. The best source of price data for the Phoenix metropolitan area will continue to be the quarterly CPI produced by Arizona State University's Bureau of Economic and Business Research.

Ken Dalton, head of the BLS Office of Prices and Living Conditions, announced that results from the 1981-83 Consumer Expenditures Survey are being compiled and a revised CPI will be published beginning in January 1987.

CONSUMER PRICE INDEX FOR URBAN WAGE EARNERS AND CLERICAL WORKERS
1967-1982

YEAR	INDEX	PERCENT CHANGE	YEAR	INDEX	PERCENT CHANGE
1967	100.3	4.2	1976	170.5	5.8
1968	104.2	4.2	1977	181.5	6.5
1969	109.8	5.4	1978	195.3	7.6
1970	116.3	5.9	1979	217.7	11.5
1971	121.3	4.3	1980	247.0	13.5
1972	125.3	3.3	1981	272.3	10.2
1973	133.1	6.2	1982	288.6	6.0
1974	147.7	11.0	1983	297.4	3.0
1975	161.2	9.1			

NEW POVERTY INCOME GUIDELINES ISSUED

The Department of Health and Human Services issued new poverty income guidelines on February 27, 1984. The guidelines listed below reflect changes in the Consumer Price Index. These poverty income guidelines are used as an eligibility criterion by a number of federal programs including JTPA. It should be noted that Lower Living Standard Income Levels (LLSIL) were not revised for fiscal years 1983 or 1984 by the Employment and Training Administration (ETA), U.S. Department of Labor, because the Bureau of Labor Statistics no longer publishes the lower family budget data which ETA used to determine the LLSIL.

The definitions used in determining "family size" and "income" are derived for the most part from language used by the U.S. Bureau of the Census "Current Population Reports." Prior to 1981, there was a distinction between poverty guidelines for farm families and nonfarm families. The poverty guidelines given below are applicable to both farm and nonfarm families.

By definition, a "family" is a group of two or more persons related by birth, marriage or adoption who reside together; all such related persons are considered members of one family. If a household contains more than one family, the poverty guidelines are applied separately to each family.

A "family size of one" is a person 15 years old or over (other than an inmate of an intitution) who is not living with any relatives. Examples of unrelated individuals residing with others include a lodger, a foster child, a ward or an employee.

"Income" refers to total annual cash receipts before taxes from all sources. These receipts include money wages and salaries before any deductions, but do not include food or rent in lieu of wages. They also include net receipts from nonfarm or farm self-employment.

Income also includes regular payments from social security, railroad retirement, unemployment compensation, strike benefits from union funds, veterans' benefits, public assistance including Supplemental Security Income, training stipends, alimony, child support, private pensions, regular insurance or annuity payments, income from dividends, interest, rents, royalties, periodic receipts from estates or trusts and military family allotments or other regular support from an absent family member or someone not living in the household.

"Income" for eligibility purposes does not include capital gains, any assets drawn down as withdrawals from a bank, the sale of property, a house, a car, tax refunds, gifts, lump-sum inheritances, one-time insurance payments or compensation for injury. Also excluded are non-cash benefits such as the employer-paid or union-paid portion of health insurance, food or rent received in lieu of wages, the value of food or fuel produced and consumed on farms, the imputed value of rent from owner-occupied nonfarm or farm housing and such federal programs as Medicaid, food stamps and public housing.

Jeffrey D. Bowman

POVERTY INCOME GUIDELINES FOR ALL STATES
(except Alaska and Hawaii)

Size of Family Unit	Poverty Guidelines
1	$ 4,980
2	6,720
3	8,460
4	10,200
5	11,940
6	13,680
7	15,420
8	17,160

For family units with more than 8 members, add $1,740 for each additional member.

May 1984 (in thousands)

	ARIZONA				
	May.* 1984	Apr. 1984	May. 1983	-- Amt Change -- Apr. to May.	1983 to 1984
TOTAL CIVILIAN LABOR FORCE	1402.8	1406.1	1381.6	-3.3	+21.2
Total Unemployment	71.6	71.1	131.0	+0.5	-59.4
Rate	5.1	5.1	9.5	---	---
Rate (Sea. Adj.)**	5.3	5.2	9.8	---	---
Total Employment	1331.2	1335.0	1250.6	-3.8	+80.6

THE ABOVE LABOR FORCE STATISTICS SHOULD

NONAGRICULTURAL WAGE AND SALARY EMPLOYMENT BY PLACE OF WORK

TOTAL WAGE AND SALARY	1138.8	1138.1	1064.8	+0.7	+74.0
Manufacturing	166.6	165.6	153.4	+1.0	+13.2
Durable Goods	131.0	129.9	119.2	+1.1	+11.8
Stone, Clay and Glass	7.0	7.0	6.0	+0.0	+1.0
Primary and Fabricated Metals	15.2	14.9	14.5	+0.3	+0.7
Primary Metals	6.5	6.3	6.6	+0.2	-0.1
Fabricated Metals	8.7	8.6	7.9	+0.1	+0.8
Machinery	65.4	65.1	60.6	+0.3	+4.8
Other Durable Goods	43.4	42.9	38.1	+0.5	+5.3
Aircraft and Missiles	19.4	19.1	17.5	+0.3	+1.9
Lumber and Wood Products (Except Furniture)	6.9	6.7	6.1	+0.2	+0.8
All Other Durable Goods	17.1	17.1	14.5	+0.0	+2.6
Nondurable Goods	35.6	35.7	34.2	-0.1	+1.4
Food and Kindred Products	7.7	7.7	7.9	+0.0	-0.2
Apparel	5.3	5.4	5.1	-0.1	+0.2
Printing and Publishing	12.8	12.8	12.0	+0.0	+0.8
All Other Nondurable Goods	9.8	9.8	9.2	+0.0	+0.6
Mining and Quarrying	13.9	13.6	14.6	+0.3	-0.7
Copper Mining	10.9	10.7	11.6	+0.2	-0.7
Other Mining and Quarrying	3.0	2.9	3.0	+0.1	+0.0
Construction	89.3	88.1	75.3	+1.2	+14.0
Trans., Communications, and Public Utilities	58.3	58.6	56.6	-0.3	+1.7
Transportation	24.9	24.9	23.6	+0.0	+1.3
Communications and Public Utilities	33.4	33.7	33.0	-0.3	+0.4
Trade	270.2	271.0	256.3	-0.8	+13.9
Wholesale Trade	54.2	54.4	51.1	-0.2	+3.1
Retail Trade	216.0	216.6	205.2	-0.6	+10.8
General Merchandise and Apparel	36.3	36.5	35.0	-0.2	+1.3
Food Stores	34.5	34.4	32.9	+0.1	+1.6
Automotive and Service Stations	25.1	25.1	24.2	+0.0	+0.9
Eating and Drinking Places	76.8	77.1	72.1	-0.3	+4.7
Other Retail Trade	43.3	43.5	41.0	-0.2	+2.3
Finance, Insurance, and Real Estate	68.9	68.6	65.3	+0.3	+3.6
Services and Miscellaneous	257.0	257.0	236.2	+0.0	+20.8
Hotels and Other Lodging Places	27.8	28.0	25.1	-0.2	+2.7
Business Services	54.0	53.3	46.0	+0.7	+8.0
Health Services	66.8	67.0	64.2	-0.2	+2.6
Other Services	108.4	108.7	100.9	-0.3	+7.5
Government	214.6	215.6	207.1	-1.0	+7.5
Federal	39.7	39.5	38.8	+0.2	+0.9
State and Local	174.9	176.1	168.3	-1.2	+6.6
School	108.1	109.6	102.7	-1.5	+5.4

* Preliminary
** Normal seasonal variations have been eliminated to reflect underlying economic trends.
NOTE--Prepared in cooperation with the U.S. Department of Labor, Bureau of Labor Statistics.

May 1984 (in thousands)

MARICOPA COUNTY					PIMA COUNTY				
			-- Amt Change --					-- Amt Change --	
May.* 1984	Apr. 1984	May. 1983	Apr. to May.	1983 to 1984	May.* 1984	Apr. 1984	May. 1983	Apr. to May.	1983 to 1984
887.0	889.2	852.0	-2.2	+35.0	258.4	259.3	257.7	-0.9	+0.7
34.5	34.5	62.9	+0.0	-28.4	11.2	11.5	24.0	-0.3	-12.8
3.9	3.9	7.4	---	---	4.3	4.4	9.3	---	---
4.0	4.0	7.5	---	---	4.5	4.6	9.6	---	---
852.5	854.7	789.1	-2.2	+63.4	247.2	247.8	233.7	-0.6	+13.5

T BE USED FOR ECONOMIC ASSISTANCE PROGRAMS.

NONAGRICULTURAL WAGE AND SALARY EMPLOYMENT BY PLACE OF WORK

743.2	742.7	685.1	+0.5	+58.1	209.7	209.5	198.0	+0.2	+11.7
120.2	119.9	110.2	+0.3	+10.0	28.3	28.0	26.5	+0.3	+1.8
95.6	95.0	86.8	+0.6	+8.8	23.5	23.2	21.8	+0.3	+1.7
4.3	4.2	3.6	+0.1	+0.7					
9.5	9.5	9.3	+0.0	+0.2					
52.5	52.2	48.0	+0.3	+4.5					
29.3	29.1	25.9	+0.2	+3.4					
24.6	24.9	23.4	-0.3	+1.2	4.8	4.8	4.7	+0.0	+0.1
5.1	5.2	5.5	-0.1	-0.4					
3.0	3.2	2.7	-0.2	+0.3					
9.4	9.4	8.8	+0.0	+0.6					
7.1	7.1	6.4	+0.0	+0.7					
0.7	0.7	0.6	+0.0	+0.1	3.7	3.7	3.8	+0.0	-0.1
62.3	61.4	52.2	+0.9	+10.1	18.1	17.9	14.6	+0.2	+3.5
37.9	37.8	36.0	+0.1	+1.9	8.9	8.9	8.7	+0.0	+0.2
16.6	16.6	15.6	+0.0	+1.0	4.0	4.0	3.6	+0.0	+0.4
21.3	21.2	20.4	+0.1	+0.9	4.9	4.9	5.1	+0.0	-0.2
184.4	184.8	173.2	-0.4	+11.2	43.8	44.1	42.8	-0.3	+1.0
43.3	43.0	40.7	+0.3	+2.6	6.3	6.4	5.9	-0.1	+0.4
141.1	141.8	132.5	-0.7	+8.6	37.5	37.7	36.9	-0.2	+0.6
23.4	23.6	22.2	-0.2	+1.2	6.5	6.5	6.5	+0.0	+0.0
22.3	22.2	20.8	+0.1	+1.5	5.5	5.5	5.5	+0.0	+0.0
16.1	16.2	15.3	-0.1	+0.8	4.0	4.0	4.1	+0.0	-0.1
49.1	49.4	46.1	-0.3	+3.0	14.0	14.2	13.4	-0.2	+0.6
30.2	30.4	28.1	-0.2	+2.1	7.5	7.5	7.4	+0.0	+0.1
54.0	53.8	51.0	+0.2	+3.0	9.6	9.5	9.0	+0.1	+0.6
175.0	175.3	158.3	-0.3	+16.7	48.4	48.5	45.6	-0.1	+2.8
16.3	16.7	14.6	-0.4	+1.7	4.6	4.6	4.0	+0.0	+0.6
44.9	44.2	38.0	+0.7	+6.9	7.5	7.5	6.4	+0.0	+1.1
45.1	45.3	43.1	-0.2	+2.0	13.8	13.9	13.7	-0.1	+0.1
68.7	69.1	62.6	-0.4	+6.1	22.5	22.5	21.5	+0.0	+1.0
108.7	109.0	103.6	-0.3	+5.1	48.9	48.9	47.0	+0.0	+1.9

-- Prepared by Labor Market Information, Research and Analysis (OPS-MOD, 1/84)

NONMETROPOLITAN COUNTIES LABOR FORCE AND EMPLOYMENT

May 1984 (Preliminary)

	Apache	Cochise	Coconino	Gila	Graham	Green-lee	La Paz
TOTAL CIVILIAN LABOR FORCE*.	14,100	28,275	34,200	13,900	7,375	3,825	4,650
Total Unemployment	1,475	2,075	2,300	1,625	625	250	550
Rate	10.5%	7.3%	6.7%	11.7%	8.5%	6.5%	11.8%
Rate (Seas. Adj.)**. . . .	12.1%	7.6%	7.3%	12.7%	9.0%	7.3%	-INA-
Total Employment	12,625	26,200	31,900	12,275	6,750	3,575	4,100
THE ABOVE LABOR FORCE STATISTICS SHOULD NOT BE USED FOR ECONOMIC ASSISTANCE PROGRAMS							
TOTAL WAGE AND SALARY. . . .	13,275	21,500	30,175	9,950	4,250	3,100	2,325
Manufacturing.	675	1,525	2,525	1,450	100	325	100
Mining and Quarrying	50	350	50	1,625	100	1,650	0
Construction	1,575	900	1,025	475	125	50	50
Trans., Comm., & Pub. Util..	1,625	1,350	2,150	250	150	50	50
Trade.	1,050	4,375	7,025	1,725	1,150	350	800
Fin., Insur., & Real Estate.	175	625	600	225	100	25	100
Services and Miscellaneous .	3,200	2,625	7,400	1,525	700	100	650
Government	4,925	9,750	9,400	2,675	1,825	550	575

	Mohave	Navajo	Pinal	Santa Cruz	Yavapai	Yuma
TOTAL CIVILIAN LABOR FORCE*.	21,500	24,075	29,875	8,250	30,125	36,050
Total Unemployment	1,825	2,075	3,200	1,000	2,450	5,000
Rate	8.5%	8.6%	10.7%	12.1%	8.1%	13.9%
Rate (Seas. Adj.)**. . . .	9.0%	10.0%	11.1%	14.2%	8.6%	-INA-
Total Employment	19,675	22,000	26,675	7,250	27,675	31,050
THE ABOVE LABOR FORCE STATISTICS SHOULD NOT BE USED FOR ECONOMIC ASSISTANCE PROGRAMS						
TOTAL WAGE AND SALARY. . . .	15,150	17,225	22,675	7,275	16,700	22,200
Manufacturing.	2,125	1,925	2,600	875	2,075	1,725
Mining and Quarrying	250	1,075	3,925	25	350	50
Construction	875	600	625	225	925	1,500
Trans., Comm., & Pub. Util..	950	1,575	1,000	550	875	1,000
Trade.	4,300	3,050	3,775	2,950	4,525	6,875
Fin., Insur., & Real Estate.	725	275	725	225	725	750
Services and Miscellaneous .	2,825	4,250	2,125	1,050	3,125	3,925
Government	3,100	4,475	7,900	1,375	4,100	6,375

*Adjusted to the Current Population Survey (CPS) to reflect place of residence.
**Seasonal adjustment not applicable for economic assistance programs.

NOTE--Series for Yuma and La Paz counties start January 1983. Data are not comparable to any past series.

ARIZONA LABOR FORCE AND EMPLOYMENT FOR ECONOMIC ASSISTANCE PROGRAMS
April 1984 (Final)

County	Civilian Labor Force	Employment	Unemployment	Rate
Statewide	1,406,081	1,334,980	71,101	5.1%
Apache	13,969	12,435	1,534	11.0
Cochise	28,204	26,150	2,054	7.3
Coconino	35,169	32,929	2,240	6.4
Gila	13,692	11,903	1,789	13.1
Graham	7,461	6,783	678	9.1
Greenlee	3,836	3,600	236	6.2
La Paz	4,717	4,174	543	11.5
Maricopa	889,177	854,683	34,494	3.9
Mohave	21,519	19,582	1,937	9.0
Navajo	24,033	21,779	2,254	9.4
Pima	259,339	247,862	11,477	4.4
Pinal	30,036	26,764	3,272	10.9
Santa Cruz	8,390	7,425	965	11.5
Yavapai	30,493	27,862	2,631	8.6
Yuma	36,046	31,049	4,997	13.9

Data have been adjusted to the 1972 Standard Industrial Classification (SIC). These figures are the only official BLS labor statistics to be used for revenue sharing purposes. They are not designed to be used as economic indicators. Note: Series for Yuma and La Paz counties start January 1983. Data are not comparable to any past series.

ESTIMATED HOURS AND EARNINGS OF PRODUCTION WORKERS IN SELECTED INDUSTRIES IN ARIZONA
May 1984

INDUSTRY	AVERAGE WEEKLY EARNINGS			AVERAGE WEEKLY HOURS			AVG. HOURLY EARNINGS		
	MAY * 1984	APR. 1984	MAY 1983	MAY * 1984	APR. 1984	MAY 1983	MAY * 1984	APR. 1984	MAY 1983
FOR THE STATE OF ARIZONA*									
Manufacturing	365.65	373.42	359.79	40.9	40.9	40.2	8.94	9.13	8.95
Aircraft & Missiles	INA	INA	475.30	INA	INA	42.4	INA	INA	11.21
Food & Kindred Products	315.75	315.75	332.82	38.6	38.6	38.7	8.18	8.18	8.60
Primary Metals	480.93	473.37	457.07	39.1	37.9	37.9	12.30	12.49	12.06
Machinery	330.89	341.07	326.80	40.6	40.7	40.0	8.15	8.38	8.17
Copper Mining	549.19	525.60	517.72	41.7	39.4	39.4	13.17	13.34	13.14
Construction	424.82	420.95	442.67	37.2	36.7	37.9	11.42	11.47	11.68
Utilities	553.78	531.27	487.10	43.4	42.4	42.1	12.76	12.53	11.57
Retail Trade**	248.68	248.68	208.12	34.3	34.3	33.3	7.25	7.25	6.25
Wholesale Trade	346.09	353.63	343.71	38.2	39.6	40.2	9.06	8.93	8.55

* Preliminary
** Excludes eating and drinking places.
NOTE--These estimates are based on a sample of full and part-time production and related employees whose payroll and hours are reported for the pay period which includes the 12th of the month. Prepared in cooperation with the U.S. Department of Labor, Bureau of Labor Statistics.

--Prepared by Labor Market Information, Research and Analysis (1972 SIC, 1/84)

THE ARIZONA LABOR FORCE IN MAY 1984

The increase in the statewide unemployment rate in May is the first such occurrence in 14 consecutive months. While on the surface this might appear to be reason for concern, the problem is not as troublesome as it might first appear. Particularly in the Phoenix and Tucson metropolitan areas, which contain nearly 85 percent of the jobs in the state, the labor market is at or very near full employment. Since many jobs are available, this encourages people to either enter the labor market if they are already here or to move to the state in search of employment. This appears to be exactly what is happening. Since people usually experience some period of unemployment while they look for a job, the unemployment rate increases.

At this time of the year, these factors are particularly important. Many people are graduating and they need to decide if they will continue their education or if they will enter the labor market. As well, the summer months usually account for the largest migration to the state. While we do seasonally adjust for these factors, the process is not perfect. The overall impact, which may seem paradoxical, is that an improving economy can produce an increase in the unemployment rate.

Manufacturing set another record level of employment in May as 1,000 new jobs were created, pushing overall employment to 166,600. The strength was spread throughout the durable goods sector as lumber, aircraft and electronics firms all added to their staffs. Not only was it encouraging to see these businesses add to their staffs after some inconsistent performances in the last few months, but it was also good to see that many jobs were created in the state's rural areas. Many of the state's rural counties have not been participating in the economic recovery.

Two other industries of noteworthy importance were construction and the trade/services industries. Although interest rates have been rising steadily during the last few months, construction employment has continued to expand in both the metropolitan and nonmetropolitan areas. Another 1,200 new jobs brought construction employment to 89,300, just short of the record level of 90,600 recorded in August 1979.

In the trade/services industries, the significant factor is not that employment increased, because it, in fact, dropped by a combined total of 800 jobs. Rather, the importance is that the decline was not greater. Usually with the winter tourism season coming to an end, larger numbers of people become unemployed. But the overall strength of these two industries, which account for over 45 percent of the employment in the state, has helped to moderate the usual seasonal decline.

Overall, the outlook for the state remained very strong in May. Although unemployment rose in May and will probably continue to rise intermittently during the rest of this year, this is probably more a sign of strength than weakness. And job creation too is very good -- not at the stratospheric growth rates of the 1970s, but still much stronger than anything yet experienced in the 1980s or by nearly any other state in 1984.

1984 OCCUPATIONAL EMPLOYMENT SURVEY OF NONMANUFACTURING INDUSTRIES

Each year, a representative sample of Arizona employers is contacted for the purpose of updating occupational data by industry.

The Arizona Occupational Employment Statistics (OES) Program is a federal-state cooperative program which conducts surveys by county to determine current occupational employment and to estimate demand for occupational skills in each industry. Data on the number employed and trends in employment for specific occupations are used to estimate future job openings, to aid in occupational counseling and to plan employment and training programs.

OES surveys are conducted in a three-year cycle so that occupational data for one-third of the industries are updated each year. Employers are selected to reflect a cross section of all sizes of firms by using standard sampling techniques.

In 1984, the OES unit will collect data from the following nonmanufacturing industries: mining (including oil and gas extraction); construction; finance, insurance, and real estate; and services (excluding hospitals and educational services).

Employers will be asked through personal interview or mail-out questionnaire to provide a count of their employees by occupation. Additionally, OES is interested in information employers wish to volunteer regarding trends and occupational changes within their industry.

If you would like more information on the OES Program, or would like to receive copies of the Occupational Profiles which are produced from the information developed by the surveys, telephone 255-3876, or outside the Phoenix metropolitan area call 1-800-321-0381

ARIZONA UNEMPLOYMENT INSURANCE ACTIVITIES - APRIL 1984

	April 1984	March 1984	April 1983	% Change From One Year Ago
Arizona Claimants Served**	28,149	30,282	64,017	-56.0%
Arizona Average Weeks Unemployed***	8.5	9.3	10.3	-17.5%
Arizona Benefits Paid**	$ 8,087,757	$ 10,855,611	$ 20,009,223	-59.6%
Arizona Trust Fund Balance	$183,522,541	$160,999,182	$173,990,232	+ 5.5%

*Estimated **All Programs ***UI Only

SUPREME COURT RULES LEGAL FIRMS CANNOT DISCRIMINATE IN AWARDING PARTNERSHIPS

The Supreme Court, voting 9-0, has ruled that partnership decisions by law firms are not exempt from a federal law banning sex discrimination in employment. Chief Justice Warren Burger, writing for the court, said that under Title VII of the 1964 Civil Rights Act, promotion to partnership is a "benefit" of employment that cannot be denied on a discriminatory basis.

Many lawyers find employment in corporations and government (where women lawyers have made real inroads), but generally, practice in a major private law firm is viewed as the most prestigious job for a law graduate. While data on partnerships in major Arizona firms are unavailable, national surveys point to slow progress for women lawyers: in a survey of major Los Angeles firms (Arizona Business Gazette, November 21, 1983), women were found to represent only 4 percent of partners in the firms surveyed while occupying 25 percent of associate positions. Similar discrepancies betwen female partners and associates are reported in a national survey appearing in The National Law Journal (May 21, 1984).

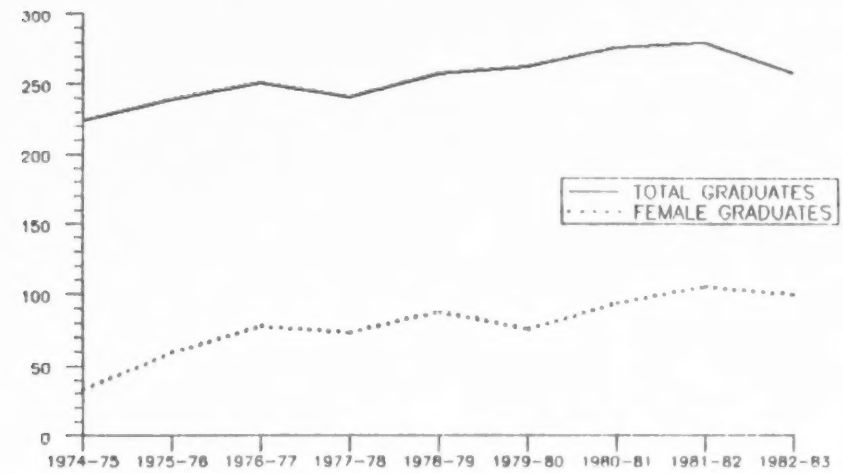
What is known about Arizona is that here, as elsewhere, the number of women graduating from the state's two law schools has increased steadily over the past decade (Figure 1). For the academic year 1974-75, women comprised 14.7 percent of law school graduates; by 1982-83, that figure had risen to 38.4 percent. During that same period, membership in the Arizona State Bar nearly doubled, from 4,258 in 1974 to 8,004 in 1983 (Figure 2). The percentage of female members of the Bar is unavailable, but according to data from the Equal Employment Opportunity Special File, prepared by the U.S. Bureau of the Census, women comprised 14.0 percent of Arizona's lawyers and 22.6 percent of the judges in 1980. The latter figure exceeds the national average of about 15 percent.

Because of the increase in female law school graduates over the past decade, the timing of the court's decision may be particularly significant. Typically, associates in major firms serve an average of five to 10 years before they are named as partners or fired. This five to 10-year period coincides precisely with the influx of women into the legal profession and as a consequence, the court's decision may pave the way for many more women to gain partnership status.

JoAnn H. Wilson

FIGURE 1

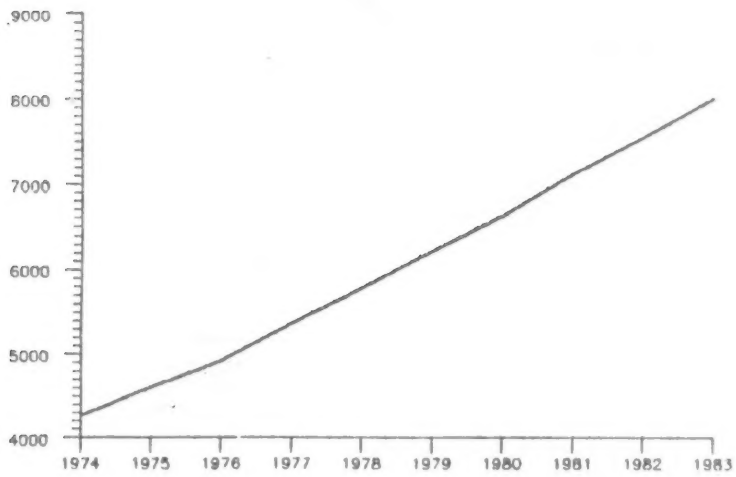
GRADUATES FROM ARIZONA LAW SCHOOLS
ACADEMIC YEARS 1974-75 TO 1982-83



SOURCE: ARIZONA COMMISSION FOR POSTSECONDARY EDUCATION, HIGHER EDUCATION GENERAL INFORMATION SURVEY (HEGIS).

FIGURE 2

ARIZONA STATE BAR MEMBERSHIP
1974 - 1983



SOURCE: STATE BAR OF ARIZONA

Construction - Freezer Services, Inc. plans to build a 200,000 square-foot service warehouse facility in west Phoenix. Phase I is scheduled for completion by December 1984 and will provide blast freezing, consolidation and distribution services.

Manufacturing - Tucson-based Burr-Brown Corp. has announced an agreement with Intelligent Instrumentation Inc. of Tucson to pursue the development of a broad line of hardware and software to capitalize on the growing power of personal computers and their increasing use in instrumentation systems for data acquisition, test, measurement and control. Burr-Brown will provide initial funding for the venture, referred to as I3. Also announced was the first new product of the joint effort, the PCI-3000, a modular, flexible system of hardware and software which interfaces easily with personal and professional computers via standard communication protocols.

Steelco, a Southern California-based manufacturer, has begun operations in Casa Grande. The company produces frames for mobile homes, commercial office trailers, recreational vehicles and other types of equipment trailers. The company ultimately expects to hire 30 to 35 people. The majority of the frames that are manufactured in Casa Grande will be shipped to the Phoenix area.

Brush Wellman Inc., producers of ceramic products for high technology applications, is expanding its Tucson production facilities and plans to add 50 to 70 workers by January to its existing staff of 200. Officials of the Cleveland-based company are also considering adding a second additional building in three to four years with maximum employment eventually reaching 400 to 500.

Two wholly-owned subsidiaries of General Instruments located in Tucson -- RF Systems and Jerrold Electronics Corp. -- will be moving their operations to the North Tucson Business Park. The move will create positions for an additional 50 to 60 new employees, with expansion capabilities that will accomodate more than 200 additional employees.

Mining - The Phelps Dodge Corp. reopened its Ajo smelter with a work force of 115, including 70 to 75 new hires. A scheduled 14-week maintenance beginning July 1 of the Phelps Dodge smelter in Hidalgo, New Mexico, was cited by company officials as one reason for bringing the Ajo smelter back into operation. The Ajo smelter, which recently underwent more than $1 million in repairs to meet Environmental Protection Agency standards, is expected to remain open after the Hidalgo smelter comes back on line.

Three major copper producers have asked unions leaders to reopen labor agreements. Kennecott, the nation's largest copper producer, is seeking to renegotiate a three-year agreement reached in April 1983. The agreement affects 600 workers at the Ray open-pit mine near Kearny as well as workers in four other states. The company has announced plans to lay off 2,000 of its 4,400 employees in the Utah Copper Division by July 1 unless unions agree to drastic cost-cutting concessions. Apparently, workers at the Ray open-pit mine are not affected.

Union concessions are also being sought by Magma Copper Co., which employs about 2,850 hourly workers at its underground mine in San Manuel, and by Inspiration Consolidated Copper Co., which has about 950 hourly employees.

Transportation - The three Phoenix-owned airports - Sky Harbor, Deer Valley and Litchfield - contributed $4.8 billion to the economy of Maricopa County in 1983 and accounted directly or indirectly for 91,533 jobs with payrolls of $1.5 billion. This is according to a study conducted by Dr. Lee R. McPheters, director of the Arizona State University Bureau of Business and Economic Research. According to McPheters, the primary economic impact of the three airports is 36,613 jobs, a payroll of $604.4 million and total expenditures of $1.9 billion.

Automobiles - Ford Motor Co. has expressed an interest in opening a second assembly plant in Sonora -- this time for air conditioners. The company announced plans in January to build a $500 million auto assembly plant. The proporsed second plant would employ 150 to 250 workers, and would cover about 25,000 square feet. The product would be used for Hermosillo compacts and for other Fords.

Government - Arizona state government is adding a day-care center at the Capitol Mall for state employees' children. State officials believe that the center will cut absenteeism, boost productivity, improve morale and stabilize health costs. An existing building that is being vacated as several agencies move to another location will be modified to accomodate the center and bids will be sought from private day-care centers to operate the facility.

University/Industry Cooperation - The University of Arizona has received funds from private industry and the National Science Foundation to establish a Center for Microcontamination Control. So far, 12 companies have each committed to spending $30,000 annually to establish the national clean-room research center. The center will attempt to develop products with a potential for mass production that can help the semiconductor industry keep dirt and lint from collecting on its products as they are being assembled. The university would share in the profits from any mass production resulting from the research.

Unions - Union electricians have agreed to their second major pay cut in two years. The new rate for electricians on inside commercial construction is $12 an hour, down from $16 negotiated in 1982. Coupled with the reduction to $16 an hour from $17.95 two years ago, union electricians now have agreed to work for 33 percent less than they used to make. The two-year agreement between the union and the Arizona Chapter of National Electric Contractors Association covers about 1,350 electricians in the northern two-thirds of the state, including the Phoenix area, Casa Grande, Prescott and Bullhead City. The cut is in response to competition from non-union contractors.

More than 200 steel workers who have been working at the Phelps Dodge Corp. copper smelter in Morenci have been kicked out of the United Steelworkers of America Local 616 and fined $1,000 to $2,000 each by the union for breaching a contract they made when they accepted their union membership cards. Union leaders say the action blackballs the workers from any AFL-CIO union.

Layoffs - Ingersoll-Rand has announced the sale of its Tucson unit to Stanley Works of New Britain, Connecticut which plans to move the operation to Atlanta by year's end, resulting in the loss of nearly 150 Tucson jobs. Some hand tools were assembled at the facility, but it served mainly as the Western states' distribution center for Ingersall-Rand's Proto division. The Tucson center opened in 1975.

Supreme Court Decision - The U.S. Supreme Court has upheld the "last hired, first fired" policy. While union leaders have supported senority as the fairest system of making layoffs, feminists and civil-rights leaders view the ruling as a setback to their efforts. The decision also held that someone who is laid off must prove he or she was an actual and specific victim of discrimination before being awarded back pay or being reinstated.

Retraining Grant - Yavapai College in Prescott has received a $500,000 U.S. Dept. of Labor grant to help retrain and relocate miners in Bagdad who are unemployed because of the February closing of the Cyprus Bagdad Co. copper mine there. The grant, provided under the Job Training Partnership Act, will be administered by the Arizona Department of Economic Security and will be subcontracted to the college for operation.

Job Fair - Arizona State University and four Valley agencies will sponsor the state's first Mature Adult Job Fair on October 13. The daylong session will focus on opportunities available to people over 55 who want to return to active involvement in the business world. Information can be obtained from ASU's School of Social Work.

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